

Annie N. Au

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PROFESSIONAL EXPERIENCE

Massumi + Consoli LLP

Firm-wide (Los Angeles & San Francisco, CA; New York, NY; Dallas, TX)

Director of Recruiting (June 2021 – Present)

- Established the recruiting department as the inaugural team member, building operations from the ground up
- Oversee all aspects of law school and lateral hiring, working closely with the Hiring Partner and Recruiting Committee
- Manage the summer associate program, including event coordination, evaluations, and work assignment process
- Contribute to attorney development initiatives, including the mentorship program and mid- and year-end performance review processes
- Serve as a member of the firm's Culture Committee

Kirkland & Ellis LLP

San Francisco & Palo Alto, CA

Legal Recruiting Manager (May 2019 – May 2021)

Attorney Recruiting Assistant & Coordinator (June 2011 – June 2016)

- Managed lateral associate and counsel hiring in collaboration with local and firm-wide practice group leaders
- Mentored three junior team members and fostered a culture focused on teamwork, transparency, and gratitude
- Navigated the departmental operations and supervised the recruiting team after the departure of the local Director during a considerable stretch of uncertainty due to the pandemic

Goodwin Procter LLP

San Francisco, Redwood City & Los Angeles, CA

West Coast Talent Acquisition Specialist - Legal (July 2016 – April 2019)

- Responsible for full lifecycle of lateral recruiting, including due diligence process, preparing offer letters, sourcing, and applicant tracking and reporting; hired over 40 associates in one calendar year
- Led strategy planning with various Hiring Partners as well as our weekly hiring committee meetings while managing California's 20+ on-campus/job fair interviews and 130+ phone & callback interviews
- Administered multiple summer programs including social event planning & execution, work allocation, collection & compilation of evaluations, and processing of mid and end of summer reviews

EDUCATION

University of Washington

Seattle, WA

Undergraduate Student (October 2001 – June 2006)

Foster School of Business and College of Arts & Sciences

- Bachelor of Arts, Business Administration (concentrations in Information Systems, Marketing)
- Bachelor of Arts, Psychology

ACTIVITIES & INTERESTS

- National Association for Law Placement (NALP)
 - Member (2011 – present)
 - AAPI Affinity Group member (2023 - present)
- Bay Area Legal Recruitment Association (BALRA)
 - Member (2011 – present)
 - Board Member, Secretary (2018 – 2019)
 - Networking Committee Board Liaison (2019)
 - Diversity Committee Board Liaison & Community Service Board Liaison (2018)
 - Diversity Committee's "OCI Do's and Don'ts" Panelist (2017)
- International travel & cuisine, playing semi-obscure sports (e.g., bowling, curling, table tennis, etc.), and doting on my Havapoo, Kirby

STATEMENT OF INTEREST

In 2023, I faced personal struggles after learning that my mother's diagnosis of stage four lung cancer. Balancing caregiving responsibilities while juggling professional commitments led to feelings of burnout. But this experience also made me appreciate the legal recruiting community's support and encouragement even more. Now that her health has stabilized for the time being, I have the chance to return my time and energy to the community that has helped me since I joined in 2011. I am excited to use this volunteer opportunity to meaningfully give back to this community with a newfound sense of purpose and energy.